



New faces in command group

Tom Kwiatkowski who is on a rotational assignment to CCAD from NASA, Johnson Space Center (JSC) in Houston, came onboard June 2. Kwiatkowski has a BS in Mechanical Engineering from the University of Houston and has been working for NASA since 1985. After starting out as a systems engineer in mission control, he held various supervisory positions over the last twelve years. In his last position as office chief over spacecraft test and verification at JSC and Kennedy Space Center in Florida for the astronaut flight crews, his office conducted man-machine interface testing for Space Shuttle and Space Station. Kwiatkowski was born and raised in the Houston area but his wife, Ann, originally from Harlingen, lived in Corpus Christi for several years. The Kwiatkowskis have been married 16 years and have an eight-year-old son, John. Kwiatkowski, who says he is excited about this opportunity to work at the depot and looks forward to working with everyone, is serving as transformation officer at CCAD.

Dr. John Gray, deputy to the commander at Letterkenny Army Depot (LEAD) in Penn., arrived on Jun.17 to serve a 120-day assignment as acting



Tom Kwiatkowski who comes to CCAD from NASA is the new transformation officer at CCAD.

deputy to the CCAD commander.

Gray, native of central Pennsylvania, has a BS and a master's in business administration from the University of Pennsylvania, and is a graduate of the Secretary of Defense Executive Leadership Development program and earned master's degree and a doctorate in public administration from the University of Southern California. He began his federal career over 23 years ago with the U.S.

(See "Faces" on page 6)

Old selection process used for new hires

by Lois Contreras
CCAD Public Affairs

With all the changes that have taken place in the civilian personnel hiring system, it is rare to hear of personal interviews anymore. However, the personnel filling the new positions at CCAD were fortunate to receive personal interviews by a panel of six depot employees

consisting of representatives from the personnel, administration, and trades fields.

The panel included Estella Muro, administrative officer in the directorate of components production; Jerry Silva, chief in directorate of components production transmission/gear box division; Dave Karpesky, supervisor in directorate of manufacturing/process production metal process division; James Morgan, chief, directorate of components production rotary wing/composites division; Robert

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Automated storage and retrieval (ASRS+) employees commended

by Lois Contreras
CCAD Public Affairs

The end of October brought high winds and torrential rains which damaged the roof of the ASRS+ building. The ensuing cleanup project saw depot employees demonstrate the teamwork and willingness to get the job done for which CCAD is known.

Forty-three employees were recently recognized for their efforts when SGM Scott Hendershott and then supervisor Leonard Cantu handed out commander's coins and certificates of appreciation to the group. The forty-three worked two 12-hour shifts in adverse and even dangerous conditions for four weeks to ensure that material loss was minimized.

The group broke up into teams and removed palletized material from the 18th level and replaced it with empty pallets and plastic liners used to shield against or divert the leaking water. Additionally, 300 sandbags were placed along the parameter of the in-



photo by Lois Contreras

ASRS+ employees pose with certificates of commendation awarded for their efforts in ensuring minimal damage to material stored in the facility after high winds damaged the roof and ensuring rains flooded storage area. SGM Scott Hendershott (left background) handed out commander's coins while Leonard Cantu (4th from left in front row), then shop supervisor, handed out certificates. The group worked two 12-hour shifts for four weeks to remedy the situation.

side rows and the water pumped from the area. Another team pulled wet pallets and worked with quality assurance inspectors to identify material requiring further work and sent it to the

cleaning shop and then to production control for proper disposition action.

An effort of this magnitude required close coordination, communication, patience, safety awareness, and good old-fashioned teamwork between the CCAD directorates of quality assurance, manufacturing/process production; engine production; production management; engineering services; components production; aircraft production; and, resource management. The employees involved in this project are listed in alphabetical order below.

"In the two months

I have been at CCAD, I've noticed the teamwork and pride of the depot workforce," Hendershott told the ASRS+ employees. "This is just another example of that pride and teamwork."

Jose R. Alvarez Jr.
Lydia Barrera
Raul C. Benavidez
John W. Brooker
Juan J. Cantu
Leonard Cantu
Albert D. Casares
Joe L. Cavazos
James Wm. Conn
Roger Curiel
Robert D. Echols
Fiama G. Edwards
Israel S. Flores
Alfredo N. Garcia
Roland A. Guzman
Guadalupe Hernandez
Raul Perez Lozano
Richard R. Luna
Gilberto Martinez III
Porfirio Z. Mora
Roberto G. Muniz

Erma L. Nelson
Carter Parker
Pete F. Peralez
Kimberly A. Phillips
Alberto Puebla Jr.
Richard A. Ruiz
Rony Sierra
Edmundo Torres
George A. Torres
Salvador Vasquez
Ricardo M. Verastiqui
Richard L. Weidman
Frances Olguin
Richard Lopez
Fernando Salinas
Ruben Chapa
Joe Casas
Richard H. Cipriano
Julian Zamudio Sr.
Daniel R. Flores
Joey A. DeLeon
John C. Ross

CCAD crew visits cadets at summer camp



Lt. Col. Ed Kellam (center front in white shirt), who started the summer camp for the Army JROTC cadets five years ago, joins the CCAD crew for a group photo before the first orientation flight. Pictured above (l-r) are: Carlos Tey, CCAD aviation safety officer/pilot; Larry Jobe, CCAD chief of staff; CW4 Tim Corwin, CCAD pilot; Kellam; Arnold Mendoza, crew chief and Rick Weatherly, aircraft mechanic with LSI; and, Sefe Garcia, aircraft mechanic in CCAD aircraft delivery office. The first group of 25 cadets is partially seen in the background. Approximately 80 cadets participated in the orientation flights on June 3.



Carlos Tey, CCAD aviation safety officer and pilot in CCAD's aviation office, is silhouetted as the Huey takes off over the seawall on a morning flight to Rio Hondo earlier this month.



While the cadets enjoyed orientation flights, CCAD's chief of staff (seen in right background) received a tour of the camp. A local Boy Scout camp is leased for the JROTC summer camp. In photo above, cadets go through part of the survival training course—hunting down chow!

The CCAD Huey and crew are well known for static displays and orientation flights as part of the depot's community relations program. Their latest project was a trip to the Texas War Museum in Rio Hondo where ROTC cadets gathered for an orientation flight on the CCAD Huey.

The cadets were on their third day of summer camp where they undergo training in canoeing and water safety, team building, survival, and some math and science. The week-long camp was started by Lt. Col. Ed Kellam, commander of the Harlingen ROTC program five years ago. A total of 154 cadets from five area schools participated in the program this year.



Cadets at the JROTC summer camp learned survival skills. Shown is their version of the "Court-yard Marriott."



Corwin briefs the second group of cadets in the Texas War Museum's display building. The cadets use the building for their math and science class which is part of the training at summer camp. A Huey is seen on display in the background.



Corwin (3rd from left) delivers a flight safety briefing to JROTC cadets from Harlingen and surrounding area schools at a summer camp on Jun. 3. Corwin and a crew of four flew the CCAD Huey to the Texas War Museum grounds at Rio Hondo and treated the cadets to an orientation flight. Partially seen in left background is a superstructure of the USS Iwo Jima on display at the museum.

Around the depot



photo by Lois Contreras

Col. Jim Budney (l), CCAD commander, pins the Achievement Medal for Civilian Service on Lee Haynes, work leader in the directorate of manufacturing/process production's can shop during a recent staff call. Haynes was recognized for his shop's support of the 4th Infantry Division's deployment requirements for unsecured Army aviation assets destined for the Iraqi war theater from February to March. The citation accompanying the medal read in part: "With Mr. Haynes' direct support, the 4th Infantry Division met its schedule with aircraft at the demarcation point on time, combat ready, and with all necessary parts and equipment." Haynes credits his employees' dedication to service with the success achieved by the shop.



photo courtesy of Dir, Engine Production

Joe Herrera (l), director of engine production, presented a 35-year certificate and pin to Denny C. Woolsey, employee in the directorate's engine records section.



Cmd. Sgt. Maj. Walter Beckman (l), aviation center and Ft Rucker, is briefed by R A Guzman, chief, transmission section, on a recent visit to CCAD. Sgt. Maj. Scott Hendershott (2nd from right) and Flo Martinez (r), skills development center, accompanied Beckman on the tour of CCAD facilities.



Art Martinez, chief, T700 engine division, presents a 20-year certificate and pin to Joe Satsky of the T700 mod assembly section.



Kresten Cook (l), at the time of the photo, acting deputy to the commander, stops to welcome new employees Elvert White (2nd from left), Mario Garcia, and Frank Bargas on Mon. The three were part of some 40+ new employees who came onboard this week.

CCAD commander fulfills CFC pledge



Luis Pacheco (l), engine mechanic in the T55 engine assembly section, meets Col. Jim Budney in the front lobby. The CCAD commander pledged to trade places for one day with the employee contributing the most money towards the Combined Federal Campaign. Pacheco's contribution of \$1400 got him commander for a day honors.



Budney received instructions...This piece fits in this slot, like so, and when you get all the pieces together, you will have a whole engine!



Pat Valdez, secretary to the CCAD commander, gives "Commander for a Day" Pacheco his first task...



You built this whole thing in two hours?? Brig. Gen. Hal Hunter (foreground), commander, Missouri AVCRAD, was impressed with Budney's performance in the T55 shop during his tour of the facilities.



...followed by CCAD Chief of Staff Larry Jobe...Sir, award recommendations for your approval.

2nd Annual Don Luce Scholarship Golf Scramble Saturday, 21 June 2003

Registration: 0700
Tee Time: 0800

NAS-CC Gulf Winds Golf Course
Fee: \$35 AAAA Members
\$45 Non-members

1st, 2nd, 3rd Place Trophies and last place trophy; Door prizes; entry fee includes lunch

POCs: Jorge Aguilar – X14699
Oscar Recio – X14607
Tammy Tuttle – X16306



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Rotational assignments in staff members

(*"Faces"* continued from page 1)

Army Corps of Engineers in Rock Island, Ill. and moved to LEAD in 1985 and has held various positions at the depot, including director of resource management. His selection as deputy commander followed almost two years in which he commuted to Arlington, VA to work with the Defense Information Systems Agency.

Gray and his wife of 26 years, Marjorie, have a daughter, Allison, who works for Johnson & Johnson in New Jersey and a son Patrick, who is following the family tradition and attends Penn State.



Dr. John Gray, seen addressing directors and office chiefs at the commander's staff call on Tuesday. Gray, deputy to the commander at Letterkenny Army Depot, will serve as acting deputy to the CCAD commander for 120 days.



In memoriam – Ricardo Mendez, aircraft mechanical repairer in the CCAD directorate of aircraft production's small parts/quick change assembly shop, passed away on June 14. He started his career at CCAD in the special tools area eighteen years ago. He was a quick learner who was highly respected by all. He was known for always

looking for ways to improve production processes and was highly competent in administrative functions. Throughout his career, Mendez distinguished himself through selfless service and commitment to those involved in defense of our great nation and served in Viet Nam with the U.S. Navy. His fellow workers will always

remember his enjoyment in preparing special meals for them. He was a passionate mentor who always helped his co-workers, loved his job, was a pleasure to have as a fellow employee, and will be missed by all with whom he came in contact. The CCAD family extends our deepest sympathy and prayers to his widow, Trisy and family.

Personal interviews not the norm but needed at CCAD

(*"Interviews"* continued from page 1)

Casarez, supervisor in directorate of manufacturing/process industrial process division; and, Linda Castellanos, human resource specialist in the civilian personnel advisory center, all agreed that the personal interview with applicants makes for better selection results.

"There is nothing like the face-to-face interaction with the applicant," stated Silva. "It's a long and tiresome process, but in the long run, the depot will be better for it."

Muro agreed and added "Hearing an applicant explain the use of a tool is much better than reading it on an application form. If an applicant cannot answer questions about tools they say that they have used, for example—that helps in the selection decision."



photo by Lois Contreras

The old selection procedure, though tiresome and time-consuming, still seems to be favored by the panel of six pictured above as they review applications of interviewed personnel. The six conducted a total of 368 interviews for 201 jobs at the Texas Workforce Commission and at CCAD. Pictured above are (clockwise from left foreground) Estella Muro, Jerry Silva, Dave Karpesky, James Morgan, Robert Casarez, and Linda Castellanos.

The panel interviewed a total of 368 applicants at the Texas Workforce Commission and in house from May 14 to June 11 for 201 positions. This includes 45 conversions from temporary to permanent status. Forty-seven of these reported for work on Mon.

"We supervisors on the panel have put in long hours during this process, but these two ladies have been putting in 12-hour days," said Silva, referring to Muro and Castellanos. "They were ready to answer any questions we had and helped keep us on track. I will be retiring this year and want to leave the depot in good hands. This process we just went through helps me believe we are doing just that."